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# SOFTSKILL LEARNING: CHARACTER BUILDING ON ETHICAL VALUES AND PERFORMANCE

Lusy Tunik Muharlisiani<sup>1</sup>, Erna Hendrawati<sup>2</sup>, Endang Noerhartati<sup>3</sup>, Agam Sulaksono<sup>4</sup>, Johny Sugiono<sup>5</sup>

Universitas Wijaya Kusuma Surabaya

<sup>1</sup>lusytm, <sup>5</sup>johnysugiono\_fbs, <sup>2</sup>hendrawati, <sup>3</sup>endang\_noer, <sup>4</sup>[agamsulaksono@uwks.ac.id](mailto:agamsulaksono@uwks.ac.id)

## Abstract

Formation to build character in the digital era in the world of education through the development of ethical values and performance support to form the foundation of individual characters expected. Developments in the digital era influence individual lifestyles and patterns of relationships so as to form a new paradigm for helping human needs in carrying out the duties and expectations. The purpose of building character besides having benefits also have a negative impact can be described in the attitudes and behavior of individuals, which occurs demoralization. The method used in building individual character that balance the mind / creativity, feeling / sense of, and willingness / intention in executing their daily duties. The result is an imbalance in the event over them in carrying out daily activities using irrational thoughts, dishonest, irresponsible, did not have a good work ethic. How to cope with the character education should play an active role in shaping the students to have a good character, capable of being honest, responsible, disciplined, passionate, creative and communication skills to achieve success both socially and career aligned with technology development is very fast and sophisticated. The characters develop their conclusion to follow up the results of studies showing that the majority of a person in carrying out daily activities always use excessive feelings so that there is an imbalance between thought, feeling and will

**Keywords:** Soft skill, Character Building, Ethical Values, and Performance

## Introduction

In the digital era with the sophistication of science in the technological development character building is striving to improve the quality of human resources through the development of ethical values and performance support to form the foundation of the individual characters. It is expected that graduates have a high quality both hard skills and soft skills. Basically everyone own soft skills at different levels are influenced by the habits of thought, say, act and behave, while development can be done through training and learning. Soft skills are communication skills, language, flocking, mannered own ethical and moral and spiritual skills needed by students who want to succeed socially and profession. Sailah (2006) says research conducted by the UK, USA and Canada there are some attributes of soft skills that dominates employment, and is sorted by priority interest in the world of work, namely the initiative, ethics, critical thinking, willingness to learn, commitment, motivation, passionate, reliable, oral communication, creative, analytical abilities, can

cope with stress, self-management, solve problems, co-operating, flexibility, teamwork, self-supporting, listening, tough, logical argument, and time management. (Sucipta, 2009: 1-2).

They consider learning soft skills learning is identical with the formation of character (character building), education experts say the learning process should incorporate learning character building. Suhendra (1995) in Elfindri (2010: 8) successful learning in higher education is seen from the IP (Performance Index), the travel time to undergo education and work undertaken pasca education students. This is a quantitative measure and lecturers were often stuck in this paradigm. Students should have good morals, understand and implement the universal values that exist in him, because the hard work is not only of learning but how to hurdle passed with a nice landing (not only from parents but also from educators).

Based on the above facts in the era of development and hoped that the students have the benefit of a high soft skills balanced with hard skill for success in relationships and career. To the writer wanted to know the extent to which learning soft skills as efforts to establish the character of students play an active role. Are the lecturers have implemented learning soft skills in teaching and



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learning in the classroom? Whether students are developing their soft skills in the learning process in the classroom and outside the classroom so that they are able to be honest, responsible, discipline, cooperation and good communication skills in the sphere of family, community and workplace

### Method

The research is descriptive qualitative with quantitative approach. The method of applying soft skill is not as easy as it, need to be patient, always improving how should be between one phase to the improvement of learning, continuously reviewing the process of understanding and applying small improvement method. With describe and illustrate how the growing process Soft Skills in education resulted in the optimization of talent and potential where already find formats and talent and drive to their talents, the student will be able to actualize themselves in the community, Baron (2006: 17-18) soft skills related to emotional intelligence refers to the understanding of oneself and others, the ability to relate, to adapt to the well and quickly and more successful in dealing with environmental demands

Soft skills and hard skills should be held to resolve the clash of civilizations and for success in life. A survey conducted by the National Association Of Colleges and Employers (NACE) (2002), the quality of college graduates is expected in the world of work (score) is the ability to communicate (4.69), honesty / integrity (4.59), the ability to work together ( 4.54), interpersonal skills (4.5). A good work ethic (4.46), motivation / initiative (4.42), adaptive (4, 41), analytical ability (4.36), the ability of computers (4.21), organizational skills (4.05 ), detail-oriented, (4), the ability to lead (3.97), confidence (3.95), Ply-friendly (3.65), polite / ethical (3.52), wise (3.75), IP > 3 (3.68), creative (3.59), humorous (3.25), the ability to entrepreneurship (3.23) (Sucipta, 2009: 2).

### 3. Results

The steps are as follows: 1) develop competencies to be achieved by students, 2) passing to each learning session, soft skills what will be produced, 3) formulate how learning to grow their soft skills are expected, 4) planned operational methods of each teaching session, 5) observations of the student in order to be able to see before and after testing to see a real difference, 6) review the results of trials for improvement.

Educators should be able to explore all the potential of soft skills possessed by students and

gladly educators find the right strategies and approaches to implement the hard skills-based soft skills. With sincere capital Ihlas and with a strong belief that "if there is a will there is a way" we must continue to provide encouragement and motivation so that students can have the determination to improve her quality of both soft skills and hard skills, which means students are great.

In this case, the lecturer serves as a planner, facilitator, moderator and evaluator to determine, explain the truth and untruth were submitted by students. Educators should be a model mastery of soft skills and apply them in the learning process associated with everyday life. In addition to providing examples, educators must also provide intensive guidance. Providing the proper motivation is a task that is quite heavy, but when done with pleasure, we will see the results. Gradually the students will show an increase in soft skills

Purnama (2000: 12) says that the college is undertaking acquisition and generates the experts in the science that can be practiced and used on a career and all courses in higher education is a requirement fundamental to many professions, requiring policy is the responsibility of that can apply their knowledge is by understanding how their work can be linked to and synergized with more scope and values in their lives in the construction

### 4. Discussion

Educators must with a high awareness to incorporate learning into learning soft skills hard skills, soft skills should formulate any skill that must be mastered certain students in the learning material. Next determine the teaching methods used, and how to evaluate it. For example, oral and written communication skills are receptive and productive and this skill can be trained in learning. Before the face-to-face, students are asked to read and write a summary of the learning materials at the source books that have been determined, then when face to face asked one student to describe the class with its own language other students listen and then respond

Sucipta argued that Neff and Citrin (1999) in the book *Lessons From the Top* is written that the results of interviews to people who are successful from a variety of professions and there are 10 tips for success namely; 1) emotional intelligence that includes passion or a burning passion, 2) Intelligence Quotient thinking (IQ) is the ability to calculate, analysis, design, insightful, spacious science, model making and critical, 3) the ability to communicate in developing / generate ourselves and develop others , 4) health and high energy



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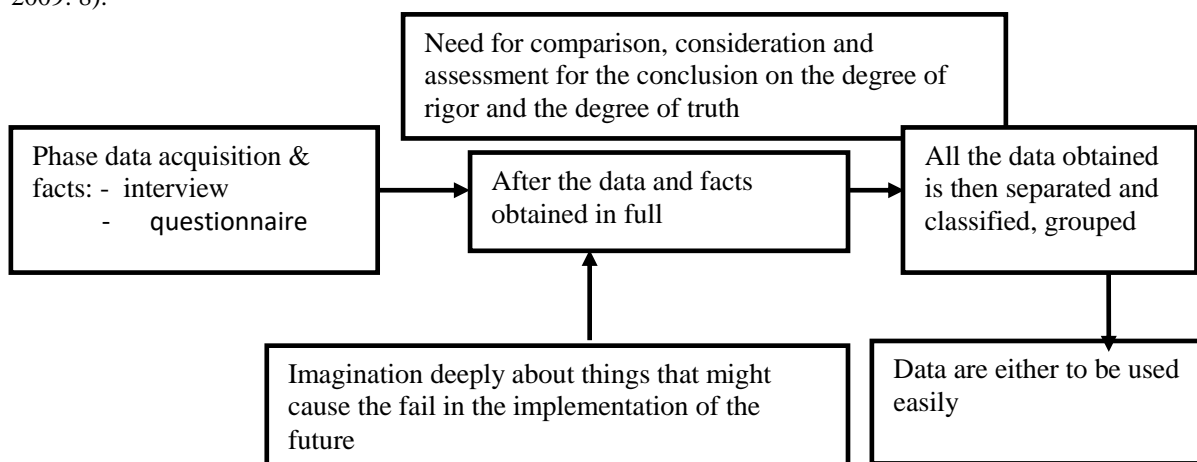
include maintaining physical stamina health of the body's organs, 5) spiritual intelligence useful for the welfare and rescue as many people as possible and not make others suffer, 6) creative, innovative, 7) humble, 8) always positive attitude, 9) live in a harmonious family, 10) and do the right focus. Of the 10 indicators of success is a holistic intelligence to be prepared summarized in 8 soft skills and hard skills 2. Quantitatively above the soft skills that are essential to a person.

Application of soft skills attributes to be done, for example, work on the presentation, a discussion group to role play with the aim to hone the intelligence of communication and work together. Samani said (2003) in (Sucipta, 2009: 5) says importance of life (life skills) in all professions in everyday life, because people are always faced with life's problems to be solved by using a variety of means and circumstances that can be utilized. We realized despite the development of technology and information so rapidly but the reality in the business world is facing problems related to soft skills that is associated with human relationships, such as how to conduct conflict resolution, understanding the dynamics of individual and negotiates (Sucipta, 2009: 8).

activities. 2, Management compile rules and regulations to guarantee the growth of the soft skills of students with financing for activities. 3, Make extracurricular activities for developing talents and interests of students while stimulating various domains that must be obtained. 4. After getting the data obtained from interviews, observations and questionnaires were collected, classified, analyzed and taken relevant to answer the problem formulation and adapted to the theory then be the deduced.

#### Acknowledgment

The preferred spelling of the word "acknowledgment" in America is without an "e" after the "g." Try to avoid the stilted expression, "One of us (R. B. G.) thanks ..." Instead, try "R.B.G. thanks ...".



#### 5. Conclusion

Universities in Indonesia, seems more advanced extra activities (SMEs), the more well-known universities through student achievement should these activities have been conducted since the first half so that the habit of working hard, challenging and habits of communicating with other parties become familiar with these extracurricular activities. 1, the University should have an understanding that the extra-curricular activities is a very important activity with other academic

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